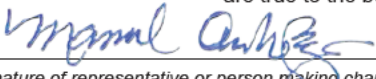


UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 14-CA-297531	Date Filed June 13, 2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Starbucks Corporation		b. Tel. No. 206-318-2212	
		c. Cell No.	
		f. Fax No.	
d. Address (Street, city, state, and ZIP code) 3616 N May Avenue Oklahoma City, OK 73112		e. Employer Representative Howard Schultz, President and CEO (see attached for (b) (6), (b) (7)(C))	
		g. e-mail hschultz@starbucks.com	
		h. Number of workers employed 28	
i. Type of Establishment (factory, mine, wholesaler, etc.) retail		j. Identify principal product or service coffee	
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Please see attachment			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United			
4a. Address (Street and number, city, state, and ZIP code) 22 South 22nd St, Philadelphia PA 16103		4b. Tel. No. 646 448 6414	
		4c. Cell No.	
		4d. Fax No.	
		4e. e-mail rminter@pjbwu.org	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) SEIU			
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (signature of representative or person making charge)		Manuel Quinto-Pozos, Attorney (Print/type name and title or office, if any)	
Address 707 W. 34th St., Suite 3, Austin, TX 78705		Date Jun 13, 2022	
		Tel. No. (512) 474-6200	
		Office, if any, Cell No.	
		Fax No. (512) 474-7896	
		e-mail mqp@ddollaw.com	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Attachment to Charge Against Employer – Starbucks Corporation
NLRB Region 14
June 13, 2022

Section 1(e) – Employer Representative

(b) (6), (b) (7)(C)

[@starbucks.com](#)

Section 2. – Basis of the Charge

Within the past six months, the Employer, by its officers and agents, has interfered with, restrained, and coerced its employees in the exercise of their rights guaranteed in section 7 of the Act by creating a coercive and hostile environment meant to intimidate and prevent its employees from supporting Workers United, a labor organization, including taking the following actions:

- A. Reducing employees' work hours, resulting in a loss of pay;
- B. Modifying terms and conditions of employment (removal of store manager) following employees' union activities;
- C. Conducting mandatory captive audience meetings;
- D. Making promises of benefits to employees during captive audience meetings;
- E. Stating that the union would "bargain from scratch" or similar words to that effect if employees voted to be represented by a union;
- F. Threatening employees with the loss of benefits (including the loss of gender-affirming healthcare for transgender employees) if they voted to be represented by a union;
- G. Stating that stores that do not petition for unionization will receive pay raises, that stores that do petition for unionization will not receive raises during contract negotiations, that contract negotiations would last 12-14 months (during which time no raises would be given) and that if the store voted against the union, it would receive pay raises;
- H. Stating that unionization would result in more employee discipline; and
- I. Maintaining and enforcing unlawfully overbroad and discriminatory work rules.